

# THE EXECUTIVE GROUP NEWSLETTER

## AUGUST 7, 2002

The Executive Group, Executive Search and Recruitment Firm based in Billings, MT. Serving the Banking and Financial Community in 23 Western and Midwestern States since 1985.

### THINKING OF YOU

This monthly *Newsletter* provides us with yet another means of speaking with you, of sharing information we believe will further our relationship with you, in addition to enhancing our understanding of your ongoing needs.

### Food for thought

*Great Potential Is One of Life's Heaviest Burdens.*

### Hot Jobs

#### Experienced Mortgage Lender, Billings, MT

Strong independent bank group in Billings, MT is looking to hire an experienced Real Estate Loan Officer. The ideal person will have sales/marketing skills in dealing with realtors, and the competitive First Mortgage industry. Compensation is competitive with a salary and bonus with excellent benefits. Contact Bill at 1-800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net).

#### Vice President-Head of Ag Lending in Southwestern Minnesota

A Dynamic \$5.4 Billion System is looking for a Vice President-Head of Ag Lending for one of its 134 branches. They are looking for a goal-setter and achiever, a hard-charger that can assume a personal portfolio, manage a staff and be an integral part of bringing his company into 21<sup>st</sup> century banking. They offer a competitive salary, additional on-going bonus revenue, promotable potential and excellent benefits. Contact Jim at 1-800-755-5161 or email [jbrowne@exegrp.net](mailto:jbrowne@exegrp.net).

#### Internal Auditor in the Southwest

A \$220MM Bank located 200 miles from Denver, Albuquerque and Amarillo is looking for an Internal Auditor (one person department, 4 branches). The ideal candidate needs three or more years experience in Operations and IT Auditing. Salary open for the right person in addition to full relocation package, full medical coverage and ESOP. Contact Meg at 1-800-755-5161 or email [meg@exegrp.net](mailto:meg@exegrp.net).

#### Agricultural Loan Officer in Southeastern South Dakota

A \$56MM bank in Southeastern SD is seeking an **Agricultural Loan Officer** possessing a leadership mentality and high degree of self-motivation. If you have 5+ years of banking experience, broad base lending experience with emphasis in Ag and are skilled at developing new business relationships, please call Jim at 1-800-755-5161 or email [jbrowne@exegrp.net](mailto:jbrowne@exegrp.net).

#### Entry Level Ag Lender in Northeast Montana

An independent 2-bank system in Northeastern MT is looking for an **Ag Loan Officer**. Ideal candidate has an ag background, experience or interest in being an ag lender with the ability to work closely with farm and ranch people. Looking for 0-3 years experience; a good opportunity for a college ag student who wants to start a professional career. Bank may train right person. Contact Bill at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

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## **Experienced Ag Lender in Rural North Central Montana**

Progressive, independent bank system seeking an experienced **Ag Lender** to carry a \$15-20MM established ag portfolio. Will work closely with FSA. Compensation: Up to \$60K. Contact Bill at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

## **Commercial Lender in Western Montana**

A \$25MM bank in Western MT is looking to hire a **Commercial Lender** who will share a loan portfolio with the senior loan officer. Background desired includes two or more years experience in commercial lending, some SBA knowledge, general lending skills as well as some consumer lending, first mortgage loans and Bank may want the person to set up mortgage packaging. Community located in a beautiful area near the mountains. Contact Bill at 800-755-5161 or email [bill@exegrp.net](mailto:bill@exegrp.net)

## **Make \$100**

Email or phone a name and phone number of someone who gets hired for one of our hot jobs listed above. Contact the team leader for that job via email or phone and if your referral results in a placement for that position, we will send you \$100.

## **Make Another \$100**

Email or phone a job vacancy to our research department. If we successfully fill that vacancy, we will send you \$100.00.

## **Keeping each other informed**

We will try to keep you in touch with new job tasks on our desks. Please keep us informed of yourself as well. You are important to us, please let us know when your status changes, i.e., relocation, new position, increase in salary or if you want to be dropped as a potential candidate from our database. Please email any significant changes to [research@exegrp.net](mailto:research@exegrp.net)

## **INTERVIEW TIPS of THE MONTH**

### **Anticipate Interview Questions and Practice Your Responses:**

Anticipate the types of questions you may logically be asked during the interview and plan your responses to them. The information you provide during the process will answer four basic questions:

1. *Does your employment history show constant development of the necessary skills and intelligent application of your energies?*
2. *Do you show consistent interest, motivation, self-appraisal and growth in related vocational areas?*
3. *Does your record show drive, resourcefulness, initiative, and that you can carry responsibility and be relied on to achieve results?*
4. *Do you reveal maturity, sound reasoning and a realistic attitude about yourself, your objectives and your relationship with others when you discuss your past employers, reasons for making changes and problem areas.*

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### Part II of an Ongoing Series

#### **Most Commonly Asked Questions and Appropriate Responses During An Interview:**

4. **Would you like to have your boss's job?**
  - ✓ By all means, "Yes!" Ambitious, hungry people are always preferred over those who would settle for a safe routine. If you sense that this answer may threaten your interviewer's security, you might add, "when I am judged qualified" or "should an opening develop in several years."
  
5. **Are you willing to go where the company sends you?**
  - ✓ This is probably being asked because they intend to ship you off. If you answer "No", you may not be hired. If you answer "Yes", understand that once you are a trusted employee, you may not be able to exert any leverage to avoid those less desirable out-of-town assignments.
  
6. **What kinds of decisions are most difficult for you?**
  - ✓ Be human and admit that not everything comes easily. But be careful about what you do admit. "I find it difficult to decide which of two good employees must be let go" or "It is difficult for me to tell a client when he's running his business badly."

### **THE EXECUTIVE GROUP**

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